

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

September 30, 2011

MEETING CALLED TO ORDER by Chairman John Young at 900 a.m. at the Oneida County Courthouse, First Floor Conference Room.

COMMITTEE MEMBERS PRESENT: John Young, Ted Cushing, Paul Dean and Sonny Paszak.

COMMITTEE MEMBERS ABSENT Scott Holewinski (excused).

ALSO PRESENT: Lisa Charbarneau (Labor Relations/Employee Services); Brian Desmond (Corp Counsel); Margie Sorenson (Finance); John Hoffman (Supervisor); Nick Scholtes (Highway); Keith Fabianski (Sheriff Dept); Dennis O'Brien (citizen).

The Chairman noted that this meeting of the Labor Relations/Employee Services Committee had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans With Disabilities Act.

Motion by Cushing, second by Dean to approve the agenda for the present meeting.
Motion carried; all ayes.

Motion by Cushing, second by Paszak to approve the minutes of August 24, 2011.
Motion carried; all ayes.

Motion by Paszak, second by Dean to approve the bills and vouchers as presented.
Motion carried; all ayes.

Grievance Procedure

Charbarneau told the committee that the procedure had been sent out to department heads according to County Code and that Brian Desmond had addressed a couple of clean up issues.

Motion by Cushing, second by Dean to approve the Grievance Policy effective October 1, 2011 as required by State Law. Motion carried; all ayes.

2012 Budget Update

Sorenson distributed a handout with the updated budget figures. She explained that the County is \$700,000 over the levy limits for 2012. She told the committee that the county has received notice that several people are retiring by the end of 2011. She continued that if those positions remained vacant for six months it would be a savings of \$94,000.

Young stated that all vacancies need to be reviewed with a close eye.

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

September 30, 2011

Page 2

Motion by Cushing, second by Dean to make a commitment to adhere closely to the Vacancy Review Policy, standing firm on its contents and intent. Motion carried; all ayes.

Employee Handbook

The committee discussed potential commercial driver's license language.

Motion by Cushing, second by Paszak to instruct Scholtes, Desmond and Charbarneau to develop potential commercial driver's license language and bring it back to the committee on October 19, 2011. Motion carried; all ayes.

Desmond stated that health insurance should be an addendum to the handbook. He also stated that after discussions with Sorenson and Charbarneau the document should not be released until after the budget hearings are completed.

Motion by Paszak, second by Dean to allow unpaid closure days for the first six months of employment. Motion carried; all ayes.

2012 Health Insurance

Young told the committee that he and Cushing and Charbarneau met with the people from Group Health Trust to try and get the 2012 increase down to four or four and a half percent. Young told the group that there were several items that we requested Group Health Trust take a look at to help reduce the increase. Young told the group that Kim Hurtz from Group Health Trust was working on the situation and would have a new number back to us by the budget hearings.

Future Meeting Dates

October 5, 2011 9:30 a.m.

October 19, 2011 9:00 a.m.

Public Comment

Keith Fabianski asked the committee to consider the changes being proposed to Corrections Officers where they would only be paid over time after working 171 hours in a 28 day period. He asked the committee to consider if it was truly fair to make the change.

Motion by Cushing, second by Dean to adjourn. Motion carried; all ayes.

Meeting adjourned at 10:16 a.m.

John R. Young, Chairman

Lisa Charbarneau, Comm. Secretary